



# 2022

## Sustainability Report

Towards a Sustainable Energy Future

# ESG data table



CLP continually improves by managing, monitoring and reporting its ESG performance. These tables present a quantitative overview of the Group's 2022 financial and non-financial performance. The disclosures are selected from the GRI Standards, The Hong Kong Stock Exchange's ESG Reporting Guide, SASB Standards for Electric Utilities and ISSB's Exposure Draft of S2 Climate-related Disclosures, as well as other key performance data.

Detailed discussion of these metrics can be found in the corresponding [Environmental impacts](#) and [Social impacts](#) sections.

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in [previous Sustainability Reports](#).

[Read the reporting scope](#)

[Download the independent assurance statement](#)


## Financial Information

### Capital investment, operating earnings and total revenue

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Total capital investment incurred by asset type (HK\$M(%))<sup>1,2,3</sup></b>	<b>17,849 (100%)</b>	15,411 (100%)	13,022 (100%)	12,028 (100%)	12,851 (100%)	ISSB 14-c
Transmission, distribution and retail	<b>6,379 (36%)</b>	5,957 (39%)	4,810 (37%)	5,229 (43%)	4,953 (39%)	
Coal	<b>2,280 (13%)</b>	2,628 (17%)	3,638 (28%)	2,473 (21%)	3,040 (24%)	
Gas	<b>6,713 (38%)</b>	5,639 (37%)	3,445 (26%)	3,146 (26%)	4,098 (32%)	
Nuclear	<b>0 (0%)</b>	0 (0%)	0 (0%)	352 (3%)	0 (0%)	
Wind	<b>1,721 (10%)</b>				N/A	
Hydro	<b>29 (0%)</b>	842 (6%)	455 (4%)	457 (4%)	N/A	
Solar	<b>34 (0%)</b>				N/A	
Waste-to-energy	<b>1 (0%)</b>	18 (0%)	7 (0%)	123 (1%)	N/A	
Others	<b>692 (4%)</b>	327 (2%)	667 (5%)	248 (2%)	46 (0%)	
<b>Total operating earnings by asset type (HK\$M(%))<sup>1,4</sup></b>	<b>9,065 (100%)</b>	10,972 (100%) <sup>5</sup>	12,374 (100%)	12,138 (100%)	15,145 (100%)	
Transmission, distribution and retail	<b>6,501 (71%)</b>	6,095 (56%) <sup>5</sup>	5,751 (46%)	5,131 (42%)	7,427 (49%)	
Coal	<b>-1,482 (-16%)</b>	763 (7%) <sup>5</sup>	2,871 (23%)	2,503 (21%)	3,370 (22%)	
Gas	<b>1,412 (16%)</b>	1,312 (12%) <sup>5</sup>	1,510 (12%)	1,735 (14%)	1,533 (10%)	
Nuclear	<b>1,965 (22%)</b>	1,908 (17%) <sup>5</sup>	1,594 (13%)	1,688 (14%)	1,720 (11%)	
Wind	<b>428 (5%)</b>				N/A	
Hydro	<b>112 (1%)</b>	630 (6%) <sup>5</sup>	567 (5%)	1,011 (8%)	N/A	
Solar	<b>4 (0%)</b>				N/A	
Waste-to-energy	<b>9 (0%)</b>	10 (0%) <sup>5</sup>	8 (0%)	5 (0%)	N/A	
Others	<b>116 (1%)</b>	254 (2%) <sup>5</sup>	73 (1%)	65 (1%)	171 (1%)	
<b>Revenue by asset type (HK\$M(%))<sup>1</sup></b>	<b>100,662 (100%)</b>	83,959	79,590	85,689	91,425	
Transmission, distribution and retail	<b>39,169 (39%)</b>	N/A	N/A	N/A	N/A	
Coal	<b>26,188 (26%)</b>	N/A	N/A	N/A	N/A	
Gas	<b>21,662 (22%)</b>	N/A	N/A	N/A	N/A	

Economic value generated and distributed	<b>ESG data table</b>	GHG accounting methodology
--	-----------------------	----------------------------

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
Nuclear	<b>7,000 (7%)</b>	N/A	N/A	N/A	N/A	
Wind	<b>1,950 (2%)</b>	N/A	N/A	N/A	N/A	
Hydro	<b>507 (1%)</b>	N/A	N/A	N/A	N/A	
Solar	<b>983 (1%)</b>	N/A	N/A	N/A	N/A	
Waste to energy	<b>58 (0%)</b>	N/A	N/A	N/A	N/A	
Others	<b>3,145 (3%)</b>	N/A	N/A	N/A	N/A	

- 1 Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.  
2 Capital investment includes additions to fixed assets, right-of-use assets, investment property, intangible assets, investments in and advances to joint ventures and associates, and acquisition of business/asset.  
3 On an accrual basis.  
4 Before unallocated expenses.  
5 Restated to align the latest definition adopted in 2022 where EnergyAustralia's fair value movements is excluded.

## Economic value generated, distributed and retained

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
<b>Economic value generated, distributed and retained (HK\$M)</b>						GRI 201-1
<b>Economic value generated</b>						
Revenue	<b>100,662</b>	83,959	79,590	85,689	91,425	
Share of profits of non-wholly owned entities <sup>1</sup>	<b>2,036</b>	1,129	1,608	1,828	1,509	
<b>Economic value distributed</b>						
Fuel costs	<b>26,603</b>	18,506	15,753	16,712	17,187	
Other operating costs <sup>2</sup>	<b>59,505</b>	39,922	35,774	48,654	43,604	
Staff expenses <sup>3</sup>	<b>4,668</b>	5,107	4,844	4,535	4,449	
Finance costs <sup>4</sup>	<b>1,981</b>	1,774	1,875	2,033	2,107	
Dividends	<b>7,832</b>	7,832	7,832	7,782	7,630	
Taxes <sup>5</sup>	<b>1,649</b>	1,720	2,529	2,189	3,565	
Donations	<b>10</b>	15	27	21	18	
<b>Economic value retained<sup>6</sup></b>	<b>450</b>	10,212	12,564	5,591	14,374	

- 1 Includes share of results (net of income tax) from joint ventures and associates netted with earnings attributable to other non-controlling interests, which represented CLP's share of economic value created together with its business partners.  
2 Includes impairment provision/reversal and other charges. In particular, amount included loss on sale of subsidiaries of HK\$4,312 million, litigation settlement of HK\$1,110 million and impairment of retail goodwill of HK\$6,381 million in 2022, 2021 and 2019 respectively.  
3 Another HK\$1,509 million (2021: HK\$1,402 million) of staff costs incurred were capitalised.  
4 Finance costs are netted with finance income and include payments made to perpetual capital securities holders. In addition, finance costs of HK\$466 million (2021: HK\$317 million) were capitalised.  
5 Represents current income tax but excludes deferred tax for the year.  
6 Represents earnings attributable to shareholders (before depreciation, amortisation and deferred tax) for the year retained.

# Climate Change

## Greenhouse gas emissions

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
<b>CLP Group<sup>1</sup></b>						
<b>Total CO<sub>2</sub>e emissions – on an equity basis (kt)<sup>2,3</sup></b>	<b>60,223</b>	65,017	62,138	71,720	N/A	GRI 305-1, 305-2, 305-3/ HKEx A1.2/ SASB IF-EU-110a.1, IF-EU-110a.2/ ISSB 21-a
Scope 1 (kt) <sup>4</sup>	<b>44,141</b>	47,690	45,105	50,047	N/A	
Scope 2 (kt)	<b>220</b>	236	244	250	N/A	
Scope 3 (kt)	<b>15,861</b>	17,091	16,790	21,424	N/A	
Category 1: Purchased goods and services	<b>912</b>	901	1,210	1,093	N/A	SASB IF-EU-110a.2
Category 2: Capital goods	<b>902</b>	1,488	685	1,347	N/A	
Category 3: Fuel- and energy-related activities	<b>12,046</b>	12,733	12,690	16,671	N/A	
Category 5: Waste generated in operations	<b>56</b>	80	63	101	N/A	
Category 6: Business travel	<b>2</b>	1	1	8	N/A	
Category 7: Employee commuting	<b>5</b>	4	2	4	N/A	
Category 11: Use of sold products	<b>1,939</b>	1,884	2,138	2,200	N/A	

1 Refers to a range of businesses, including generation and energy storage portfolio, transmission and distribution, retail and others.

2 Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

3 Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

4 In accordance with the Greenhouse Gas Protocol, WE Station, which makes use of landfill gas from waste for power generation, is not included in CLP's Scope 1 CO<sub>2</sub>e emissions and is reported separately in the Asset Performance Statistics. Its non-CO<sub>2</sub> GHG emissions (i.e. CH<sub>4</sub> and N<sub>2</sub>O) are included in CLP's Scope 1 CO<sub>2</sub>e emissions.

## CLP Group's generation and energy storage portfolio

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
<b>CLP Group's generation and energy storage portfolio<sup>1,2,3</sup></b>						
CO <sub>2</sub> – on an equity basis (kt) <sup>4</sup>	<b>44,019</b>	47,574	44,987	N/A	N/A	GRI 305-1, 305-2/ HKEx A1.2
CO <sub>2</sub> e – on an equity basis (kt) <sup>4</sup>	<b>44,235</b>	47,813	N/A	N/A	N/A	
CO <sub>2</sub> – on an equity plus long-term capacity and energy purchase basis (kt) <sup>5,6</sup>	<b>48,074</b>	51,674	48,621	N/A	N/A	
CO <sub>2</sub> e – on an equity plus long-term capacity and energy purchase basis (kt) <sup>5,6</sup>	<b>48,323</b>	51,941	N/A	N/A	N/A	
CO <sub>2</sub> – on an operational control basis (kt) <sup>4</sup>	<b>44,338</b>	46,842	43,808	50,412	52,052	

Economic value generated and distributed

ESG data table

GHG accounting methodology

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
CO <sub>2</sub> e – on an operational control basis (kt) <sup>4</sup>	44,571	47,090	44,023	50,676	52,306	

- Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.
- In accordance with the Greenhouse Gas Protocol, WE Station, which makes use of landfill gas from waste for power generation, is not included in CLP's Scope 1 CO<sub>2</sub> emissions and is reported separately in the Asset Performance Statistics. Its non-CO<sub>2</sub> GHG emissions (i.e. CH<sub>4</sub> and N<sub>2</sub>O) are included in CLP's Scope 1 CO<sub>2</sub>e emissions.
- Starting from 2020, the portfolio includes energy storage assets and generation assets. Energy storage assets include pumped storage and battery storage. In previous years, the portfolio included generation assets only.
- Numbers include Scope 1 and Scope 2 emissions.
- Numbers include assets with majority and minority shareholdings, and those under "long-term capacity and energy purchase" arrangements with CLP. Starting from 2018, "long-term capacity and energy purchase" has been defined as a purchase agreement with a duration of at least five years, and capacity or energy purchased being no less than 10MW.
- Numbers include Scope 1, Scope 2 and Scope 3 Category 3 emissions (direct emissions from generation of purchased electricity that is sold to CLP's customers).

## Climate Vision 2050

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
<b>CLP Group – GHG emissions intensity of generation and energy storage portfolio<sup>1,2,3,4</sup></b>						
On an equity plus long-term capacity and energy purchase basis (kg CO <sub>2</sub> e/kWh) <sup>5,6</sup>	0.55	0.57	0.57	0.63	0.66	GRI 305-4/HKEx A1.2/ISSB 21-a
On an equity basis (kg CO <sub>2</sub> e/kWh) <sup>7</sup>	0.63	0.65	0.66	0.71	0.74	

- The 2019-2022 numbers refer to the GHG emissions intensity (kg CO<sub>2</sub>e/kWh), in line with the updated Climate Vision 2050 targets. Numbers prior to 2019 refer to carbon emissions intensity (kg CO<sub>2</sub>/kWh), as reported in the past.
- Starting from 2020, the portfolio includes energy storage assets and generation assets. Energy storage assets include pumped storage and battery storage. In previous years, the portfolio included generation assets only.
- Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.
- In accordance with the Greenhouse Gas Protocol, WE Station, which makes use of landfill gas from waste for power generation, is not included in CLP's Scope 1 CO<sub>2</sub> emissions and is reported separately in the Asset Performance Statistics. Its non-CO<sub>2</sub> GHG emissions (i.e. CH<sub>4</sub> and N<sub>2</sub>O) are included in CLP's Scope 1 CO<sub>2</sub>e emissions.
- Numbers include assets with majority and minority shareholdings, and those under "long-term capacity and energy purchase" arrangements with CLP. Starting from 2018, "long-term capacity and energy purchase" has been defined as a purchase agreement with a duration of at least five years, and capacity or energy purchased being no less than 10MW.
- Numbers include Scope 1, Scope 2 and Scope 3 Category 3 emissions (direct emissions from generation of purchased electricity that is sold to CLP's customers).
- Numbers include Scope 1 and Scope 2 emissions.

## CLP Power Hong Kong Limited – GHG emissions intensity of electricity sold

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
<b>CLP Power Hong Kong – GHG emissions intensity of electricity sold<sup>1,2</sup></b>						
CO <sub>2</sub> e emissions intensity of electricity sold by CLP Power Hong Kong (kg CO <sub>2</sub> e/kWh)	0.39	0.39	0.37	0.50	0.51	
CO <sub>2</sub> emissions intensity of electricity sold by CLP Power Hong Kong (kg CO <sub>2</sub> /kWh)	0.39	0.39	0.37	0.49	0.51	

- In accordance with the Greenhouse Gas Protocol, WE Station, which makes use of landfill gas from waste for power generation, is not included in CLP's Scope 1 CO<sub>2</sub> emissions and is reported separately in the Asset Performance Statistics. Its non-CO<sub>2</sub> GHG emissions (i.e. CH<sub>4</sub> and N<sub>2</sub>O) are included in CLP's Scope 1 CO<sub>2</sub>e emissions.
- "Electricity sold" is the total electricity energy sold to CLP Power Hong Kong Limited's customers before the adjustment of Renewable Energy Certificates.

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in previous Sustainability Reports.

# Environment

## Environmental compliance

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
Environmental regulatory non-compliances resulting in fines or prosecutions (number) <sup>1</sup>	0	0	0	0	0	GRI 2-27
Environmental licence limit exceedances & other non-compliances (number) <sup>1</sup>	6 <sup>2</sup>	5 <sup>3</sup>	4	10	2	

1 Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

2 The number excludes eight cases of short-term licence limit exceedances from Jhajjar. Details please refer to section Environmental Management and Compliance - Initiative and Progress.

3 The number was restated to align the calculation methodology across years.

## Air pollutants

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
Nitrogen oxides emissions (NO <sub>x</sub> ) (kt) <sup>1,2</sup>	43.5	45.7	43.2	47.0	60.9	GRI 305-7/ HKEx A1.1/ SASB IF-EU-120a.1
Sulphur dioxide emissions (SO <sub>2</sub> ) (kt) <sup>1,2</sup>	48.9	52.7	48.0	44.7	76.1	
Particulates emissions (kt) <sup>1,2</sup>	6.8	7.6	6.9	7.7	8.5	
Sulphur hexafluoride (SF <sub>6</sub> ) (kt) <sup>1,2</sup>	0.003	0.004	0.003	N/A	N/A	
Mercury (t) <sup>1,2</sup>	0.52	0.31	N/A	N/A	N/A	SASB IF-EU-120a.1

1 Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

2 Since 2019, numbers at asset level have been aggregated and then rounded.

## Waste

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Hazardous solid waste (t) <sup>1,2,3</sup>						
Produced	869	1,524	1,503	862	1,435	GRI 306-2/ HKEx A1.3
Recycled	493	520	523	201	631	
Hazardous liquid waste (kl) <sup>1,2,3</sup>						
Produced	1,103	1,017	1,091	1,578	1,685	
Recycled	797	947	1,069	1,536	1,648	
Non-hazardous solid waste (t) <sup>1,2,3</sup>						
Produced	12,702	24,481	17,901	13,344	11,471	GRI 306-2/ HKEx A1.4
Recycled	7,917	4,214	4,458	4,986	3,990	
Non-hazardous liquid waste (kl) <sup>1,2,3</sup>						
Produced	23	65	3	59	52	
Recycled	23	65	3	57	52	

1 Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

2 Since 2019, numbers at asset level have been aggregated and then rounded.

3 Waste categorised in accordance with local regulations.

## By-products

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Ash produced (kt) <sup>1,2</sup>	3,088	3,403	2,624	3,032	3,419	SASB IF- EU-150a.1
Ash recycled / sold (kt) <sup>1,2</sup>	2,365	2,501	1,793	3,667	2,263	
Gypsum produced (kt) <sup>1,2</sup>	286	367	334	441	253	
Gypsum recycled / sold (kt) <sup>1,2</sup>	280	365	335	438	250	

1 Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

2 Since 2019, numbers at asset level have been aggregated and then rounded.

## Water

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Total water withdrawal (Mm<sup>3</sup>)<sup>1,2,3</sup></b>	<b>5,339.3</b>	5,243.7 <sup>4</sup>	5,466.0 <sup>4</sup>	5,475.4 <sup>4</sup>	5,154.2 <sup>5</sup>	GRI 2.4, 303-3/ HKEx A2.2/ SASB IF- EU-140a.1
For cooling purpose						
Water withdrawal from freshwater resources	42.7	43.3 <sup>5</sup>	33.6 <sup>5</sup>	47.6 <sup>5</sup>	53.8 <sup>5</sup>	
Water withdrawal from marine water resources	5,287.0	5,190.3 <sup>6</sup>	5,421.7 <sup>6</sup>	5,415.4 <sup>6</sup>	5,087.3	
For non-cooling purposes						SASB IF- EU-140a.1
Water withdrawal from freshwater resources	4.6	5.3	5.7	5.8	6.0	
Water withdrawal from municipal sources	5.0	4.8	4.9	6.7	7.0	
Total water withdrawal from water stressed areas	167.7	100.2 <sup>4</sup>	N/A	N/A	N/A	
<b>Total water discharge (Mm<sup>3</sup>)<sup>1,2,3,7</sup></b>	<b>5,310.9</b>	5,205.4 <sup>6</sup>	5,438.6 <sup>6</sup>	5,433.2 <sup>6</sup>	5,103.2	GRI 2.4, 303-4
From cooling process						
Treated wastewater to freshwater bodies	0	0	0	0	0	
Water discharge to marine water bodies	5,287.0	5,190.3 <sup>6</sup>	5,421.7 <sup>6</sup>	5,415.4 <sup>6</sup>	5,087.3	
Wastewater to other destinations	0	0	0	0	0.02	GRI 303-5/ SASB IF- EU-140a.1
From non-cooling processes						
Treated wastewater to freshwater bodies	21.0	11.9	13.7	14.4	12.3	
Treated wastewater to marine water bodies	1.6	1.3	1.5	1.7	1.6	
Wastewater to other destinations	1.3	1.9	1.6	1.7	1.9	GRI 303-5/ SASB IF- EU-140a.1
Wastewater to sewerage	0.04	0.03	0.03	0.03	0.03	
<b>Total freshwater consumption of CLP Group's power generation (Mm<sup>3</sup>)</b>	<b>31.3</b>	41.5 <sup>8</sup>	N/A	N/A	N/A	



	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
Total freshwater consumption under water stressed areas (Mm <sup>3</sup> )	16.5	17.2 <sup>5</sup>	N/A	N/A	N/A	SASB IF-EU-140a.1

- Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.
- Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.
- Since 2019, numbers at asset level have been aggregated and then rounded.
- Restated as per updated data for Newport Power Station in Australia and Jhajjar Power Station in India.
- Restated as per updated data for Jhajjar Power Station in India.
- Restated as per updated data for Newport Power Station in Australia.
- Starting from 2019, Yallourn Power Station's "water discharged to third-parties", which was previously reported under "wastewater to sewerage", has been reported under "wastewater to other destinations".
- Restated as per revised calculation methodology for Yallourn Power Station in Australia and updated data for Jhajjar Power Station in India.

## Freshwater intensity

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
Freshwater intensity of CLP Group's power generation (m <sup>3</sup> /MWh) <sup>1</sup>	0.52	0.66 <sup>2</sup>	0.51 <sup>2</sup>	0.74 <sup>2</sup>	0.88 <sup>2</sup>	

- Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.
- Restated as per revised calculation methodology for Yallourn Power Station in Australia and updated data for Jhajjar Power Station in India.

## Freshwater reused/recycled

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
Freshwater reused/recycled volume (Mm <sup>3</sup> ) <sup>1</sup>	756	838	736	686	899	

- Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in previous Sustainability Reports.



## Customers

### Customer portfolio and electricity delivered- CLP Power Hong Kong Limited

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
<b>Total Hong Kong customers (number)</b>	<b>2,752,071</b>	2,711,421	2,671,836	2,636,408	2,597,083	GRI EU3/SASB IF-EU-000.A
Residential	<b>2,407,225</b>	2,369,217	2,333,901	2,301,200	2,265,151	
Commercial	<b>212,251</b>	210,821	208,150	206,792	206,073	
Infrastructure and Public Services	<b>115,404</b>	113,956	112,245	110,841	107,893	
Manufacturing	<b>17,191</b>	17,427	17,540	17,575	17,966	
<b>Total electricity delivered (GWh)</b>	<b>34,824</b>	35,355	33,963	34,284	33,662	GRI EU3/SASB IF-EU-000.B
Residential	<b>10,113</b>	10,525	10,298	9,451	9,191	
Commercial	<b>13,233</b>	13,423	12,878	13,584	13,425	
Infrastructure and Public Services	<b>9,863</b>	9,742	9,171	9,586	9,342	
Manufacturing	<b>1,615</b>	1,665	1,616	1,663	1,704	

### Customer portfolio- EnergyAustralia

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
<b>Total Australian customers (number)</b>	<b>2,462,537</b>	2,442,683	2,449,401	2,480,781	2,550,138	GRI EU3
Commercial and Industrial	<b>8,740</b>	7,208	8,962	12,599	12,526	
Mass market	<b>2,453,797</b>	2,435,475	2,440,439	2,468,182	2,537,612	

### Availability and reliability- CLP Power Hong Kong Limited

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
System Average Interruption Frequency Index [SAIFI] <sup>1</sup>	<b>0.27</b>	0.21	0.19	0.17	0.19	SASB IF-EU-550a.2
System Average Interruption Duration Index [SAIDI] (hours) <sup>1</sup>	<b>0.30</b>	0.23	0.39	0.42	0.46	
Unplanned Customer Minutes Lost [CML] (minutes) <sup>1</sup>	<b>5.69</b>	0.99	9.77 <sup>2</sup>	10.13 <sup>3</sup>	10.29 <sup>4</sup>	

<sup>1</sup> The numbers are derived by calculating the average of data from the most recent three years. For example, the figures under year 2022 are the 3-year averages of data from 2020 to 2022.

<sup>2</sup> The 2018-2020 average would have been about 0.9 minutes without the severe impact of Mangkhut in September 2018.

<sup>3</sup> The 2017-2019 average would have been about 1.3 minutes without the severe impact of Mangkhut in September 2018.

<sup>4</sup> The 2016-2018 average would have been about 1.44 minutes without the severe impact of Mangkhut in September 2018.

### Access to electricity- CLP Power Hong Kong Limited

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
<b>Total disconnections for Hong Kong retail business (number)</b>	<b>4,859</b>	4,943	4,999	4,643	6,722	SASB IF-EU-240a.3
0 - 2 days	<b>144</b>	105	98	4,333	6,319	
3 - 7 days	<b>739</b>	796	506	170	225	
8 - 31 days	<b>1,817</b>	2,251	2,274	101	168	
≥ 32 days	<b>2,159</b>	1,791	2,121	39	10	

## Fuel use

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Coal consumed (for power generation) (TJ) <sup>1,2</sup>	394,274	426,190	403,379	485,453	521,568	GRI 302-1/ HKEx A2.1
Gas consumed (for power generation) (TJ) <sup>1,2</sup>	151,327	142,304	134,776	107,183	83,364	
Oil consumed (for power generation) (TJ) <sup>1,2</sup>	2,936	2,717	2,243	2,620	3,807	

1 Numbers have been subject to rounding.

2 Numbers include operating assets where CLP has operational control during the calendar year. Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 numbers.

## Generation and energy storage capacity

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
On an equity basis						
Total generation and energy storage capacity by asset type (MW(%)) <sup>1,2</sup>	17,970 (100%)	20,018 (100%)	19,691 (100%)	19,238 (100%)	19,108 (100%)	GRI 2.4/ ISSB 20
Coal	8,486 (47.2%)	10,795 (53.9%)	10,765 (54.7%)	10,765 (56.0%)	10,765 (56.3%)	
Gas	4,934 (27.5%)	4,666 (23.3%)	4,600 (23.4%)	4,194 (21.8%)	4,147 (21.7%)	
Nuclear	1,600 (8.9%)	1,600 (8.0%)	1,600 (8.1%)	1,600 (8.3%)	1,600 (8.4%)	
Wind <sup>3</sup>	1,680 (9.3%)	1,747 (8.7%)	1,521 (7.7%)	1,521 (7.9%)	1,521 (8.0%)	
Hydro <sup>3</sup>	489 (2.7%)	489 (2.4%)	489 (2.5%)	489 (2.5%)	489 (2.6%)	
Solar <sup>3</sup>	554 (3.1%)	499 (2.5%)	499 (2.5%)	451 (2.3%)	369 (1.9%)	
Waste-to-energy <sup>3</sup>	7 (0.0%)	7 (0.0%)	7 (0.0%)	7 (0.0%)	7 (0.0%)	
Energy Storage	10 (0.1%)	5 (0.0%)	0 (0.0%)	N/A	N/A	
Others	210 (1.2%)	210 (1.0%)	210 (1.1%)	210 (1.1%)	210 (1.1%)	
On an equity plus long-term capacity and energy purchase basis						
Total generation and energy storage capacity by asset type (MW(%)) <sup>1,2,4</sup>	23,068 (100%)	25,108 (100%)	24,752 (100%)	24,015 (100%)	23,705 (100%)	
Coal	9,719 (42.1%)	12,027 (47.9%)	11,997 (48.5%)	11,997 (50.0%)	11,997 (50.6%)	
Gas	6,089 (26.4%)	5,813 (23.2%)	5,717 (23.1%)	5,139 (21.4%)	5,084 (21.4%)	
Nuclear	2,685 (11.6%)	2,685 (10.7%)	2,685 (10.8%)	2,685 (11.2%)	2,685 (11.3%)	
Wind <sup>5</sup>	2,264 (9.8%)	2,331 (9.3%)	2,105 (8.5%)	2,049 (8.5%)	1,982 (8.4%)	
Hydro <sup>5</sup>	489 (2.1%)	489 (1.9%)	489 (2.0%)	489 (2.0%)	489 (2.1%)	
Solar <sup>5</sup>	848 (3.7%)	793 (3.2%)	793 (3.2%)	745 (3.1%)	558 (2.4%)	
Waste-to-energy <sup>5</sup>	10 (0.0%)	10 (0.0%)	10 (0.0%)	10 (0.0%)	10 (0.0%)	
Energy Storage	665 (2.9%)	660 (2.6%)	655 (2.6%)	N/A	N/A	
Others	300 (1.3%)	300 (1.2%)	300 (1.2%)	900 (3.7%)	900 (3.8%)	

1 Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

2 Starting from 2020, a new "Energy Storage" asset category is added, under which pumped storage and battery storage are included. In previous years, assets under the "Others" category included oil-fired generation assets and pumped storage.

3 Renewables include wind, hydro, solar and waste-to-energy. The total capacity of renewables on an equity basis is 2,731 MW (15.2%) in 2022.

4 Numbers include assets with majority and minority shareholdings, and those under "long-term capacity and energy purchase" arrangements with CLP. Starting from 2018, "long-term capacity and energy purchase" has been defined as a purchase agreement with a duration of at least five years, and capacity or energy purchased being no less than 10MW.

5 Renewables include wind, hydro, solar and waste-to-energy. The total capacity of renewables on an equity plus long-term capacity and energy purchase basis is 3,611 MW (15.7%) in 2022.

## Energy sent out

2022						2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
On an equity basis										
Total energy sent out by asset type (GWh(%)) <sup>1,2,3</sup>	69,726 (100%)	73,113 (100%)	68,699 (100%)	70,949 (100%)	N/A	GRI 2.4/ SASB IF- EU-000.D/ ISSB 20				
Coal	37,031 (53.1%)	42,002 (57.4%)	39,438 (57.4%)	44,596 (62.9%)	N/A					
Gas	14,435 (20.7%)	13,233 (18.1%)	12,390 (18.0%)	9,979 (14.1%)	N/A					
Nuclear	12,346 (17.7%)	12,302 (16.8%)	11,192 (16.3%)	10,888 (15.3%)	N/A					
Wind <sup>4</sup>	3,146 (4.5%)	2,959 (4.0%)	2,886 (4.2%)	2,924 (4.1%)	N/A					
Hydro <sup>4</sup>	1,835 (2.6%)	1,668 (2.3%)	1,879 (2.7%)	1,758 (2.5%)	N/A					
Solar <sup>4</sup>	901 (1.3%)	922 (1.3%)	898 (1.3%)	805 (1.1%)	N/A					
Waste-to-energy <sup>4</sup>	29 (0.0%)	27 (0.0%)	15 (0.0%)	0 (0.0%)	N/A					
Energy Storage	0 (0.0%)	0 (0.0%)	0 (0.0%)	N/A	N/A					
Others	1 (0.0%)	0 (0.0%)	1 (0.0%)	0 (0.0%)	N/A					
On an equity plus long-term capacity and energy purchase basis										
Total energy sent out by asset type (GWh(%)) <sup>1,2,3,5,6</sup>	87,360 (100%)	91,183 (100%)	85,949 (100%)	88,573 (100%)	100%	GRI 2.4/ SASB IF- EU-000.D/ ISSB 20				
Coal	39,027 (44.7%)	43,995 (48.2%)	41,118 (47.8%)	48,512 (54.8%)	60%					
Gas	19,507 (22.3%)	18,461 (20.2%)	17,157 (20.0%)	13,073 (14.8%)	12%					
Nuclear	20,836 (23.9%)	20,962 (23.0%)	19,923 (23.2%)	19,400 (21.9%)	20%					
Wind <sup>7</sup>	4,709 (5.4%)	4,611 (5.1%)	4,445 (5.2%)	4,474 (5.0%)						
Hydro <sup>7</sup>	1,835 (2.1%)	1,668 (1.8%)	1,879 (2.2%)	1,758 (2.0%)	8%					
Solar <sup>7</sup>	1,472 (1.7%)	1,524 (1.7%)	1,522 (1.8%)	1,467 (1.7%)						
Waste-to-energy <sup>7</sup>	42 (0.0%)	38 (0.0%)	22 (0.0%)	0 (0.0%)	N/A					
Energy Storage	-69 (-0.1%)	-75 (-0.1%)	-118 (-0.1%)	N/A	N/A					
Others	2 (0.0%)	1 (0.0%)	1 (0.0%)	-109 (-0.1%)	0%					
On an operational control basis										
Total energy sent out (GWh) <sup>3</sup>	60,475	62,967	58,918	N/A	N/A	SASB IF- EU-000.D / ISSB 20				

1 Numbers and percentage figures have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

2 Starting from 2020, a new "Energy Storage" asset category has been added, under which pumped storage and battery storage are included. In previous years, assets under the "Others" category included oil-fired generation assets and pumped storage.

3 Paguthan Power Station, the power purchase agreements of which expired in December 2018, was not included in the 2019-2022 number.

4 Renewables include wind, hydro, solar and waste-to-energy. The total sent out of renewables on an equity basis is 5,911 GWh (8.5%) in 2022.

5 Numbers include assets with majority and minority shareholdings, and those under "long-term capacity and energy purchase" arrangements with CLP. Starting from 2018, "long-term capacity and energy purchase" is defined as a purchase agreement with a duration of at least five years, and capacity or energy purchased being no less than 10MW.

6 Only percentages are available for the year 2018.

7 Renewables include wind, hydro, solar and waste-to-energy. The total sent out of renewables on an equity plus long-term capacity and energy purchase basis is 8,058 GWh (9.2%) in 2022.



## Customer satisfaction – CLP Power Hong Kong Limited

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Customer satisfaction score</b>						
CLP	72	73	74	72	73	
All public utilities in the energy sector	73	74	74	73	73	
Public service organisations	73	73	74	73	73	

## Customer satisfaction – EnergyAustralia

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Customer service</b>						
Calls handled by EnergyAustralia (number)	1,418,676	1,440,277	1,696,233	1,856,845	2,364,731	
Complaints received by EnergyAustralia (number)	13,259	14,643	17,049	20,937	23,390	

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in previous Sustainability Reports.

## Our People

### Employee headcount and type

	2022	2021	2020	2019¹	2018	GRI/HKEx/ SASB/ISSB
Group total						
Total employee headcount (number)	8,318	8,116	8,060	7,960	7,843	GRI 2-7/ HKEx B1.1
Full-time (number)	8,154	7,930	7,865	7,754	7,634	
Part-time (number)	164	186	195	206	209	
Permanent (average %)	85.7	87.0	87.6	87.8	87.2	
Fixed-term contract (average %)	14.3	13.0	12.4	12.2	12.8	
Hong Kong						
Total employee headcount (number)	4,954	4,771	4,689	4,604	4,543	GRI 2-7/ HKEx B1.1
Full-time (number)	4,948	4,770	4,688	4,603	4,538	
Part-time (number)	6	1	1	1	5	
Permanent (average %)	81.4	83.5	85.1	85.4	84.0	
Fixed-term contract (average %)	18.6	16.5	14.9	14.6	16.0	
Mainland China						
Total employee headcount (number)	663	627	609	607	596	
Full-time (number)	663	627	609	607	596	
Part-time (number)	0	0	0	0	0	
Permanent (average %)	75.2	75.6	75.3	71.6	72.1	
Fixed-term contract (average %)	24.8	24.4	24.7	28.4	27.9	
Australia						
Total employee headcount (number)	2,251	2,281	2,320	2,280	2,246	
Full-time (number)	2,093	2,096	2,126	2,075	2,042	
Part-time (number)	158	185	194	205	204	
Permanent (average %)	95.6	95.1	94.0	94.5	95.9	
Fixed-term contract (average %)	4.4	4.9	6.0	5.5	4.1	
India						
Total employee headcount (number)	450	437	442	469	458	
Full-time (number)	450	437	442	469	458	
Part-time (number)	0	0	0	0	0	
Permanent (average %)	96.3	97.4	98.4	98.8	99.0	
Fixed-term contract (average %)	3.7	2.6	1.6	1.2	1.0	

<sup>1</sup> Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

## Contractor FTE and type

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Group total (full-time equivalent)<sup>1</sup></b>						
Total contractor	10,519.4	9,911.3	9,707.7	11,123.9	10,470.0	
Labour supply <sup>2</sup>	1,157.2	1,329.9	1,423.9	1,573.0	1,577.0	
Service contractor <sup>3</sup>	9,362.2	8,581.5	8,283.8	9,550.9	8,893.0	
<b>Hong Kong (full-time equivalent)</b>						GRI 2-8
Total contractor	5,434.0	5,202.8	4,949.9	6,372.6	5,308.6	
Labour supply <sup>2</sup>	970.2	1,153.5	1,261.8	1,309.0	1,316.0	
Service contractor <sup>3</sup>	4,463.9	4,049.3	3,688.1	5,063.6	3,992.6	
<b>Mainland China (full-time equivalent)</b>						
Total contractor	331.2	576.0	361.2	363.2	423.9	
Labour supply <sup>2</sup>	24.0	23.5	13.8	13.0	14.0	
Service contractor <sup>3</sup>	307.2	552.5	347.4	350.2	409.9	
<b>Australia (full-time equivalent)</b>						
Total contractor	1,301.5	1,368.0	1,926.5	1,856.2	1,785.0	
Labour supply <sup>2</sup>	107.5	101.1	83.1	172.5	167.0	
Service contractor <sup>3</sup>	1,194.0	1,266.9	1,843.4	1,683.7	1,618.0	
<b>India (full-time equivalent)</b>						
Total contractor	3,452.6	2,764.6	2,470.1	2,531.9	2,952.5	
Labour supply <sup>2</sup>	55.5	51.8	65.2	78.5	80.0	
Service contractor <sup>3</sup>	3,397.1	2,712.8	2,404.9	2,453.4	2,872.5	

1 Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

2 Labour supply refers to manpower supplied by contractor companies under labour supply agreements. Reporting is based on quarterly averages.

3 Estimated service contractor full-time equivalent (FTE) is calculated based on the number of manhours incurred and region-specific average weekly working hours since 2019. Numbers in 2018 are re-stated to reflect region-specific working hours instead of weekly hours of 48 for all regions.



## Total staff turnover rate

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Hong Kong (%)</b>	<b>11.7</b>	N/A	N/A	N/A	N/A	GRI 401-1/ HKEx B1.2
<b>By age group</b>						
Below 30	<b>12.5</b>	N/A	N/A	N/A	N/A	
30-39	<b>10.6</b>	N/A	N/A	N/A	N/A	
40-49	<b>8.7</b>	N/A	N/A	N/A	N/A	
50 and above	<b>14.5</b>	N/A	N/A	N/A	N/A	
<b>By gender</b>						
Male	<b>11.3</b>	N/A	N/A	N/A	N/A	
Female	<b>13.2</b>	N/A	N/A	N/A	N/A	
<b>Mainland China (%)</b>	<b>5.4</b>	N/A	N/A	N/A	N/A	
<b>By age group</b>						
Below 30	<b>9.5</b>	N/A	N/A	N/A	N/A	
30-39	<b>4.3</b>	N/A	N/A	N/A	N/A	
40-49	<b>0.5</b>	N/A	N/A	N/A	N/A	
50 and above	<b>10.7</b>	N/A	N/A	N/A	N/A	
<b>By gender</b>						
Male	<b>5.0</b>	N/A	N/A	N/A	N/A	
Female	<b>7.1</b>	N/A	N/A	N/A	N/A	
<b>Australia (%)</b>	<b>24.8</b>	N/A	N/A	N/A	N/A	
<b>By age group</b>						
Below 30	<b>24.8</b>	N/A	N/A	N/A	N/A	
30-39	<b>25.9</b>	N/A	N/A	N/A	N/A	
40-49	<b>26.1</b>	N/A	N/A	N/A	N/A	
50 and above	<b>21.3</b>	N/A	N/A	N/A	N/A	
<b>By gender</b>						
Male	<b>23.1</b>	N/A	N/A	N/A	N/A	
Female	<b>27.1</b>	N/A	N/A	N/A	N/A	
<b>India (%)</b>	<b>12.9</b>	N/A	N/A	N/A	N/A	
<b>By age group</b>						
Below 30	<b>37.5</b>	N/A	N/A	N/A	N/A	
30-39	<b>12.0</b>	N/A	N/A	N/A	N/A	
40-49	<b>13.0</b>	N/A	N/A	N/A	N/A	
50 and above	<b>6.2</b>	N/A	N/A	N/A	N/A	
<b>By gender</b>						
Male	<b>12.8</b>	N/A	N/A	N/A	N/A	
Female	<b>13.7</b>	N/A	N/A	N/A	N/A	

## Voluntary staff turnover rate

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
<b>Hong Kong (%)<sup>2,3</sup></b>	<b>6.6</b>	4.6	3.1	2.4	2.3	GRI 401-1/ HKEx B1.2
<b>By age group</b>						
Below 30	8.1	7.4	6.3	4.4	5.9	
30-39	9.1	5.6	4.3	4.9	4.3	
40-49	7.2	5.2	2.6	1.9	1.7	
50 and above	4.1	3.0	1.8	1.1	1.1	
<b>By gender</b>						
Male	5.7	4.4	2.5	1.8	1.7	
Female	9.8	5.4	5.4	4.9	5.0	
<b>Mainland China (%)<sup>2,3</sup></b>	<b>2.3</b>	2.3	1.3	2.0	4.7	
<b>By age group</b>						
Below 30	8.3	6.7	1.4	8.4	16.4	
30-39	3.4	1.9	2.9	1.9	5.2	
40-49	0.0	2.5	0.5	0.5	1.5	
50 and above	0.0	0.0	0.0	0.0	0.0	
<b>By gender</b>						
Male	2.4	2.1	1.4	2.4	4.1	
Female	1.8	2.9	0.9	0.0	7.5	
<b>Australia (%)<sup>2,3</sup></b>	<b>18.8</b>	16.1	7.7	12.9	13.6	
<b>By age group</b>						
Below 30	21.4	25.5	13.6	19.3	18.6	
30-39	22.0	19.0	7.4	14.2	15.2	
40-49	17.9	11.2	6.2	11.5	10.5	
50 and above	13.0	13.1	7.1	8.3	10.6	
<b>By gender</b>						
Male	17.6	16.4	7.1	12.6	12.3	
Female	20.5	15.7	8.5	13.4	15.6	
<b>India (%)<sup>2,3</sup></b>	<b>10.6</b>	6.9	4.7	6.6	5.6	
<b>By age group</b>						
Below 30	29.5	12.5	5.6	7.4	6.4	
30-39	10.6	7.5	5.7	9.3	7.2	
40-49	10.4	4.8	4.7	2.9	2.9	
50 and above	3.4	5.1	0.0	0.0	2.5	
<b>By gender</b>						
Male	10.4	6.6	4.3	6.4	5.6	
Female	12.0	9.4	7.4	7.5	5.7	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

2 Voluntary staff turnover refers to employees leaving the organisation voluntarily and does not include dismissal, retirement, company-initiated termination or end of contract.

3 Includes permanent employees except for Mainland China, which includes both permanent and fixed-term contract employees due to local employment legislation.





## New hire

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
<b>Group total (number)</b>	<b>1,415</b>	1,029	711	857	965	GRI 401-1
<b>By age group</b>						
Below 30	<b>667</b>	342	237	309	N/A	
30-39	<b>457</b>	402	241	300	N/A	
40-49	<b>197</b>	204	145	158	N/A	
50 and above	<b>94</b>	81	88	90	N/A	
<b>By gender</b>						
Male	<b>930</b>	686	515	552	619	
Female	<b>485</b>	343	196	305	346	
<b>Hong Kong (number)</b>	<b>731</b>	524	408	348	307	
<b>By age group</b>						
Below 30	<b>308</b>	208	172	157	N/A	
30-39	<b>265</b>	187	125	121	N/A	
40-49	<b>109</b>	93	69	48	N/A	
50 and above	<b>49</b>	36	42	22	N/A	
<b>By gender</b>						
Male	<b>504</b>	368	308	239	200	
Female	<b>227</b>	156	100	109	107	
<b>Mainland China (number)</b>	<b>71</b>	45	29	43	47	
<b>By age group</b>						
Below 30	<b>27</b>	24	10	16	N/A	
30-39	<b>35</b>	16	10	25	N/A	
40-49	<b>9</b>	4	8	2	N/A	
50 and above	<b>0</b>	1	1	0	N/A	
<b>By gender</b>						
Male	<b>50</b>	37	25	36	41	
Female	<b>21</b>	8	4	7	6	
<b>Australia (number)</b>	<b>543</b>	433	255	423	582	
<b>By age group</b>						
Below 30	<b>298</b>	106	53	116	N/A	
30-39	<b>126</b>	182	93	138	N/A	
40-49	<b>76</b>	103	67	104	N/A	
50 and above	<b>43</b>	42	42	65	N/A	
<b>By gender</b>						
Male	<b>323</b>	260	166	242	352	
Female	<b>220</b>	173	89	181	230	
<b>India (number)</b>	<b>70</b>	27	19	43	29	
<b>By age group</b>						
Below 30	<b>34</b>	4	2	20	N/A	
30-39	<b>31</b>	17	13	16	N/A	
40-49	<b>3</b>	4	1	4	N/A	
50 and above	<b>2</b>	2	3	3	N/A	
<b>By gender</b>						
Male	<b>53</b>	21	16	35	26	
Female	<b>17</b>	6	3	8	3	

<sup>1</sup> Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

## Employees eligible to retire within the next five years

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/SASB/ISSB
Group total (%) <sup>2</sup>	14.1	14.6	14.5	13.9	16.4	GRI EU15
Hong Kong (%) <sup>2</sup>	18.8	20.1	20.4	19.5	20.0	
Mainland China (%) <sup>2</sup>	15.7	15.1	13.4	14.5	13.2	
Australia (%) <sup>2,3</sup>	6.7	6.6	5.7	5.4	12.8	
India (%) <sup>2</sup>	5.5	5.0	5.1	4.8	4.0	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

2 The percentages given refer to permanent employees within each region, who are eligible to retire within the next five years.

3 There is no mandatory retirement age in Australia. Since 2019, the retirement age assumption has been adjusted from 60 to 65 to reflect local norms, which led to a significantly lower percentage compared to previous years. Numbers in previous years adopting the adjusted retirement age for Australia are as follows: 2018-Australia: 4.6% / Group total: 14.0%.

## Technical trainees intake

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/SASB/ISSB
<b>Group total (number)</b>	132	89	79	75	85	
Male	100	71	68	64	67	
Female	32	18	11	11	18	
<b>Hong Kong (number)</b>	94	66	66	61	66	
Male	79	52	58	51	50	
Female	15	14	8	10	16	
<b>Mainland China (number)</b>	3	0	0	4	8	
Male	2	0	0	4	7	
Female	1	0	0	0	1	
<b>Australia (number)</b>	18	17	13	10	11	
Male	12	16	10	9	10	
Female	6	1	3	1	1	
<b>India (number)</b>	17	6	0	0	0	
Male	7	3	0	0	0	
Female	10	3	0	0	0	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

## Average training hours per employee

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
<b>Group total (hours)</b>	<b>46.2</b>	51.6	42.5	40.1	46.1	GRI 404-1/ HKEx B3.2
<b>By gender (hours)</b>						
Male	<b>53.6</b>	58.2	47.7	44.8	51.6	
Female	<b>26.0</b>	33.3	27.6	26.8	28.5	
<b>By professional category (hours)</b>						
Managerial	<b>23.0</b>	29.5	26.8	26.0	28.6	
Professional	<b>33.5</b>	41.2	34.9	35.0	37.9	
General & technical staff	<b>63.9</b>	65.8	52.2	47.1	55.8	
<b>By region (hours)</b>						
Hong Kong	<b>56.3</b>	60.8	49.5	47.6	55.2	
Mainland China	<b>85.6</b>	77.8	66.8	66.1	78.2	
Australia	<b>11.1</b>	26.8	23.2	22.1	21.1	
India	<b>62.1</b>	48.8	33.8	23.2	27.1	

<sup>1</sup> Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

## Percentage of employees trained

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
<b>Hong Kong (%)</b>	<b>99.1</b>	97.8	98.4	92.3	93.3	HKEx B3.1
<b>By gender</b>						
Male	<b>99.4</b>	98.4	98.4	94.9	95.4	
Female	<b>98.2</b>	95.3	98.7	82.2	84.6	
<b>By professional category</b>						
Managerial	<b>94.6</b>	90.6	96.0	80.6	87.8	
Professional	<b>99.3</b>	97.8	99.2	93.1	92.3	
General & technical staff	<b>99.6</b>	98.7	98.1	93.1	94.7	
<b>Mainland China (%)</b>	<b>95.9</b>	100.0	100.0	100.0	99.8	
<b>By gender</b>						
Male	<b>97.1</b>	100.0	100.0	100.0	100.0	
Female	<b>90.5</b>	100.0	100.0	100.0	99.1	
<b>By professional category</b>						
Managerial	<b>100.0</b>	100.0	100.0	100.0	100.0	
Professional	<b>92.4</b>	100.0	100.0	100.0	100.0	
General & technical staff	<b>98.3</b>	100.0	100.0	100.0	99.7	
<b>Australia (%)</b>	<b>100.0</b>	100.0	100.0	100.0	100.0	
<b>By gender</b>						
Male	<b>100.0</b>	100.0	100.0	100.0	100.0	
Female	<b>100.0</b>	100.0	100.0	100.0	100.0	
<b>By professional category</b>						
Managerial	<b>100.0</b>	100.0	100.0	100.0	100.0	



	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
Professional	100.0	100.0	100.0	100.0	100.0	
General & technical staff	100.0	100.0	100.0	100.0	100.0	
<b>India (%)</b>	<b>94.2</b>	95.9	69.9	81.4	83.2	
<b>By gender</b>						
Male	94.1	95.6	70.4	80.9	82.5	
Female	95.2	98.1	66.0	85.5	88.5	
<b>By professional category</b>						
Managerial	86.8	96.8	58.6	87.9	93.4	
Professional	95.7	95.1	74.9	86.3	95.8	
General & technical staff	94.1	96.7	66.2	66.4	53.4	

<sup>1</sup> Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

### Gender distribution of Group Executive Committee (GEC) members

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Male (%) <sup>1</sup>	73.3	69.2	64.3	64.3	71.4	GRI 405-1
Female (%) <sup>1</sup>	26.7	30.8	35.7	35.7	28.6	

<sup>1</sup> Includes Executive Director (Chief Executive Officer).

### Gender distribution of employees

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
<b>Group total (%)<sup>2</sup></b>						
Male	73.3	73.7	74.0	74.0	76.1	
Female	26.7	26.3	26.0	26.0	23.9	
<b>Hong Kong (%)</b>						
Male	77.3	78.3	79.3	79.4	80.1	
Female	22.7	21.7	20.7	20.6	19.9	
<b>Mainland China (%)</b>						
Male	82.5	83.6	82.9	82.5	82.2	
Female	17.5	16.4	17.1	17.5	17.8	
<b>Australia (%)<sup>2</sup></b>						
Male	59.4	58.7	58.4	57.9	62.6	
Female	40.6	41.3	41.6	42.1	37.4	
<b>India (%)</b>						
Male	86.0	87.6	88.0	88.3	88.6	
Female	14.0	12.4	12.0	11.7	11.4	

<sup>1</sup> Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

<sup>2</sup> Data of other gender identities is tracked. It is statistically insignificant and is not separately disclosed.

### Gender distribution by region and professional category

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
<b>Hong Kong (%)</b>						
Managerial - male	72.0	71.1	74.4	75.7	75.6	
Managerial - female	28.0	28.9	25.6	24.3	24.4	
Professional - male	73.2	74.5	75.7	75.2	76.7	

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
Professional - female	26.8	25.5	24.3	24.8	23.3	
General & technical staff - male	82.3	83.1	83.3	83.5	83.5	
General & technical staff - female	17.7	16.9	16.7	16.5	16.5	
<b>Mainland China (%)</b>						
Managerial - male	76.0	77.8	84.8	78.9	76.5	
Managerial - female	24.0	22.2	15.2	21.1	23.5	
Professional - male	82.7	85.0	84.3	85.2	84.4	
Professional - female	17.3	15.0	15.7	14.8	15.6	
General & technical staff - male	82.8	82.9	81.9	81.0	81.1	
General & technical staff - female	17.2	17.1	18.1	19.0	18.9	
<b>Australia (%)</b>						
Managerial - male	62.9	61.4	63.8	68.6	72.4	
Managerial - female	37.1	38.6	36.3	31.4	27.6	
Professional - male	56.6	56.8	55.9	54.5	57.6	
Professional - female	43.4	43.2	44.1	45.5	42.4	
General & technical staff - male	62.7	61.1	61.4	61.0	67.1	
General & technical staff - female	37.3	38.9	38.6	39.0	32.9	
<b>India (%)</b>						
Managerial - male	89.5	90.3	89.7	90.9	93.4	
Managerial - female	10.5	9.7	10.3	9.1	6.6	
Professional - male	89.5	90.2	91.2	89.1	89.0	
Professional - female	10.5	9.8	8.8	10.9	11.0	
General & technical staff - male	81.7	84.1	84.3	84.9	85.7	
General & technical staff - female	18.3	15.9	15.7	15.1	14.3	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

## Gender diversity targets

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
Women in Leadership (%) <sup>2</sup>	29.1	30.5	27.3	24.2	22.9	
Women in Engineering (%) <sup>3</sup>	13.0	12.3	11.5	11.4	10.9	

1 Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

2 Leadership positions are defined as positions at Korn Ferry Reference Level 19 and above.

3 Employees with a bachelors' degree or above qualification in engineering.

## Employee age distribution

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
<b>Group total (%)</b>						
Below 30	14.7	12.8	13.1	13.6	14.6	
30-39	31.5	30.6	29.7	29.3	28.2	
40-49	25.4	26.5	26.2	26.2	26.3	
50 and above	28.4	30.2	31.0	30.9	30.9	
<b>Hong Kong (%)</b>						
Below 30	16.3	14.0	13.8	13.6	13.7	
30-39	27.4	25.5	23.6	22.7	21.5	



	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
40-49	23.8	24.5	24.6	25.4	26.1	
50 and above	32.5	36.0	38.0	38.3	38.7	
<b>Mainland China (%)</b>						
Below 30	13.6	13.2	12.5	14.0	15.6	
30-39	35.7	33.8	33.8	34.6	34.1	
40-49	28.1	30.0	32.7	32.1	33.5	
50 and above	22.6	23.0	21.0	19.3	16.8	
<b>Australia (%)</b>						
Below 30	12.5	11.4	12.6	13.4	15.4	
30-39	34.9	35.9	36.6	37.1	36.9	
40-49	28.7	29.8	28.1	26.6	25.5	
50 and above	23.9	22.9	22.7	22.9	22.2	
<b>India (%)</b>						
Below 30	8.9	5.7	10.2	14.9	18.3	
30-39	54.0	54.2	51.8	49.0	48.5	
40-49	22.7	25.0	24.2	23.9	22.9	
50 and above	14.4	15.1	13.8	12.2	10.3	

<sup>1</sup> Starting from 2019, the numbers have included full-time and part-time employees. Numbers in 2018 included full-time employees only.

## Employee average length of service

	2022	2021	2020	2019 <sup>1</sup>	2018	GRI/HKEx/ SASB/ISSB
<b>Number of years</b>						
Hong Kong	14.1	15.4	16.3	16.8	17.3	
Mainland China	12.1	12.3	12.0	11.4	13.7	
Australia	7.6	7.4	7.1	5.2	4.9	
India	8.1	8.1	7.6	7.2	6.8	

<sup>1</sup> Starting from 2019, the numbers have included full-time and part-time employees. Numbers in the previous years included full-time employees only.

## Group safety performance

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Employees<sup>1</sup></b>						
Fatalities (number of personnel) <sup>2,3</sup>	0	0	0	0	1	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours) <sup>4,5</sup>	0.00	0.00	0.00	0.00	0.01	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away From Work Injuries (number of personnel) <sup>3,6</sup>	6	4	12	7	11	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours) <sup>5,7</sup>	0.07	0.05	0.13	0.07	0.13	
High-consequence Injuries (number of personnel) <sup>8</sup>	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours) <sup>5,9</sup>	0.17	0.14	0.25	0.19	0.19	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel) <sup>3,10</sup>	4	1	0	0	1	GRI 403-10/ HKEx B2.1

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
Lost Days (number of days) <sup>11</sup>	176	304 <sup>12</sup>	443 <sup>13</sup>	464 <sup>14</sup>	249	GRI 403-2/HKEx B2.2
<b>Contractors<sup>1</sup></b>						
Fatalities (number of personnel) <sup>2,3</sup>	0	0	0	1	1	GRI 403-2/HKEx B2.1
Fatality Rate (number per 200,000 work hours) <sup>4,5</sup>	0.00	0.00	0.00	0.01	0.01	GRI 403-2/HKEx B2.1/SASB IF-EU-320a.1
Days Away From Work Injuries (number of personnel) <sup>3,6</sup>	15	10	10	19	11	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours) <sup>5,7</sup>	0.11	0.08	0.09	0.14	0.09	
High-consequence Injuries (number of personnel) <sup>8</sup>	2	1.00	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours) <sup>5,9</sup>	0.31	0.29	0.37	0.52	0.29	GRI 403-2/SASB IF-EU-320a.1
<b>Employees and contractors combined<sup>1</sup></b>						
Fatalities (number of personnel) <sup>2,3</sup>	0	0	0	1	2	GRI 403-2/HKEx B2.1
Fatality Rate (number per 200,000 work hours) <sup>4,5</sup>	0.00	0.00	0.00	0.00	0.01	GRI 403-2/HKEx B2.1/SASB IF-EU-320a.1
Days Away From Work Injuries (number of personnel) <sup>3,6</sup>	21	14	22	26	22	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours) <sup>5,7</sup>	0.10	0.07	0.11	0.11	0.10	
High-consequence Injuries (number of personnel) <sup>8</sup>	2	1.00	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours) <sup>5,9</sup>	0.25	0.23	0.32	0.38	0.25	GRI 403-2/SASB IF-EU-320a.1

1 The system of rules applied in recording and reporting accident statistics complies with the International Labour Organization (ILO) Code of Practice on Recording and Notification of Occupational Accidents and Diseases.

2 Refers to the number of fatalities as a result of work-related injury.

3 Starting from 2021, the unit is changed from the number of cases to the number of personnel.

4 Refers to the number of fatal injuries per 200,000 work hours in the year.

5 Rates are normalised to 200,000 work hours, which approximately equals to the number of hours worked by 100 people in one year.

6 Starting from 2021, "Days Away From Work Injuries" replaces "Lost Time Injury". Days Away From Work Injuries refers to the number of personnel who sustains work-related injury and is unfit to perform any work on any day after the occurrence of the injury. "Any day" is any calendar day which includes rest days, weekend days, leave days, public holidays or days after ceasing employment. It does not include the day the injury incident occurred. "Days Away From Work Injuries" excludes fatalities which were included in "Lost Time Injury". Numbers prior to 2021 are the previously reported numbers for "Lost Time Injury".

7 Refers to the number of Days Away From Work Injuries and Fatalities per 200,000 work hours in the year.

8 Refers to the number of personnel who sustains life threatening or life-altering work-related injury. It is a subset of Days Away From Work Injuries.

9 Refers to the number of Total Recordable Injuries per 200,000 work hours in the year. Total Recordable Injuries include Fatalities, Days Away From Work Injuries, Restricted Work Injuries, and Medical Treatment Injuries.

10 Starting from 2021, "Work-related Ill Health" replaces "Occupational Disease". Work-related Ill Health includes the diseases listed in the ILO List of Occupational Diseases, work-related mental illnesses and work-related disorders. Numbers prior to 2021 are the previously reported numbers for "Occupational Disease".

11 Starting from 2021, "Lost Days" replaces "Days Lost". "Lost Days" is the sum total of calendar days (consecutive or otherwise) after the days on which the work-related injuries and work-related ill health occurred. "Days Lost" accounts the working days instead of calendar days. Numbers prior to 2021 are the previously reported numbers for "Days Lost".

12 19 out of 304 days were carried forward from one incident in 2020.

13 188 out of 443 days were carried forward from one incident in the past.

14 158 out of 464 days were carried forward from three incidents in the past.

## Regional safety performance

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Hong Kong<sup>1,2</sup></b>						
<b>Employees</b>						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	2	0	4	4	5	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.04	0.00	0.09	0.09	0.10	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.12	0.02	0.21	0.19	0.15	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel)	0	0	0	0	0	GRI 403-10/ HKEx B2.1
Lost Days (number of days)	16	0	119	246	120	GRI 403-2/ HKEx B2.2
<b>Contractors</b>						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	9	4	5	15	5	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.13	0.07	0.10	0.21	0.08	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.16	0.14	0.30	0.51	0.20	GRI 403-2/ SASB IF- EU-320a.1
<b>Mainland China<sup>1</sup></b>						
<b>Employees</b>						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	0	0	2	0	0	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.00	0.00	0.19	0.00	0.00	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9





	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Total Recordable Injury Rate (number per 200,000 work hours)	0.30	0.00	0.19	0.10	0.00	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel)	0	0	0	0	0	GRI 403-10/ HKEx B2.1
Lost Days (number of days)	0	19	59	0	0	GRI 403-2/ HKEx B2.2
<b>Contractors</b>						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	0	0	1	0	0	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.00	0.00	0.10	0.00	0.00	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.00	0.08	0.49	0.00	0.07	GRI 403-2/ SASB IF- EU-320a.1
<b>Australia<sup>1</sup></b>						
<b>Employees</b>						
Fatalities (number of personnel)	0	0	0	0	1	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.04	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	4	4	6	3	6	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.18	0.18	0.25	0.10	0.26	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.28	0.45	0.46	0.31	0.44	GRI 403-2/ SASB IF- EU-320a.1
Work-related Ill Health (number of personnel)	4	1	0	0	1	GRI 403-10/ HKEx B2.1
Lost Days (number of days)	160	285	265	218	129	GRI 403-2/ HKEx B2.2
<b>Contractors</b>						
Fatalities (number of personnel)	0	0	0	0	1	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.06	GRI 403-2/ HKEx B2.1/ SASB IF- EU-320a.1
Days Away from Work Injuries (number of personnel)	3	5	2	2	4	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.26	0.40	0.11	0.12	0.26	



Economic value generated and distributed

## ESG data table

GHG accounting methodology

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
High-consequence Injuries (number of personnel)	1	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.86	0.97	0.44	0.62	1.09	GRI 403-2/ SASB IF-EU-320a.1
<b>India<sup>1</sup></b>						
<b>Employees</b>						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF-EU-320a.1
Days Away from Work Injuries (number of personnel)	0	0	0	0	0	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0	
High-consequence Injuries (number of personnel)	0	0	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ SASB IF-EU-320a.1
Work-related Ill Health (number of personnel)	0	0	0	0	0	GRI 403-10/ HKEx B2.1
Lost Days (number of days)	0	0	0	0	0	GRI 403-2/ HKEx B2.2
<b>Contractors</b>						
Fatalities (number of personnel)	0	0	0	0	0	GRI 403-2/ HKEx B2.1
Fatality Rate (number per 200,000 work hours)	0.00	0.00	0.00	0.00	0.00	GRI 403-2/ HKEx B2.1/ SASB IF-EU-320a.1
Days Away from Work Injuries (number of personnel)	3	1	2	0	2	GRI 403-2
Lost Time Injury Rate (number per 200,000 work hours)	0.07	0.03	0.07	0.00	0.06	
High-consequence Injuries (number of personnel)	1	1	N/A	N/A	N/A	GRI 403-9
Total Recordable Injury Rate (number per 200,000 work hours)	0.44	0.41	0.46	0.68	0.19	GRI 403-2/ SASB IF-EU-320a.1

<sup>1</sup> The system of rules applied in recording and reporting accident statistics complies with the International Labour Organization (ILO) Code of Practice on Recording and Notification of Occupational Accidents and Diseases.

<sup>2</sup> Starting from 2022, regional data in Hong Kong includes data from CLP Power, CLPe and CLP Holdings. Before that data in CLP Holdings included data from CLPe and CLP Holdings, while data in Hong Kong included data from CLP Power. The change reflects the new operating model in CLP in 2022.

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in previous Sustainability Reports.

## Partners

### Types of organisations (in HK\$M)

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
Lobbying, interest representation or similar	0	0	0	0	N/A	GRI 415-1
Local, regional or national political campaigns, organisations or candidates	0	0	0	0	N/A	
Trade associations or tax-exempt groups (e.g. think tanks) <sup>1</sup>	8.69	14.12	8.90	8.04	N/A	
Others (e.g. spending related to ballot measures or referendums)	0	0	0	0	N/A	

<sup>1</sup> Includes contributions to professional organisations that seek to influence policies in the form of membership, donation or sponsorship.

### Code of conduct

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
Total number of breaches of Code of Conduct reported to the Audit & Risk Committee (cases)	10	18	25	31	20	

### Anti-corruption

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
Convicted cases of corruption reported to the Audit & Risk Committee (cases)	0	0	0	0	0	GRI 205-3/HKEx B7.1

### Supplier distribution

	2022	2021	2020	2019	2018	GRI/HKEx/SASB/ISSB
<b>Total suppliers by region (number)<sup>1</sup></b>	<b>6,127</b>	5,659	5,777	6,362	5,721	GRI 2-6/HKEx B5.1
Australia	1,894	1,942	2,216	2,215	1,986	
Mainland China	1,257	1,216	1,142	1,166	1,011	
Hong Kong	1,058	1,025	1,013	1,000	950	
India	1,667	1,197	1,134	1,704	1,476	
Others (Asia Pacific)	64	67	70	77	84	
Europe	105	112	121	118	129	
America	88	98	78	77	78	
Rest of the world	1	2	3	5	7	

<sup>1</sup> There are a few multinational companies having transactions in more than one regions through their local offices, but we consider to combine the local offices and treat one multinational companies as one supplier in our supply base.



## Payments to suppliers

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Total payment to suppliers by region (HK\$M)</b>	<b>54,794</b>	43,997	36,544	36,746	39,183	GRI 204-1
Australia	12,727	10,617	8,526	8,356	9,410	
Mainland China	19,937	17,226	15,577	11,603	10,339	
Hong Kong	9,233	8,296	8,501	8,888	8,917	
India	4,343	2,977	1,999	3,104	4,597	
Others (Asia Pacific)	5,821	3016	960	3,093	4,363	
Europe	1,854	1630	753	1,234	1,170	
America	878	232	221	458	380	
Rest of the world	1	3	5	10	7	

The 2022 data shaded in orange has been independently verified by PricewaterhouseCoopers. The assurance scope of past years' data can be found in previous Sustainability Reports.



## Community

### Community investment

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Community programmes implemented (number)	481	443	468	663	695	GRI 415-1

### Community spending

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Community spending by theme (%)<sup>1</sup></b>						
Education and Development	5	6 <sup>2</sup>	11	18	19	
Community Wellbeing	30	35 <sup>2</sup>	28	9	22	
Environment	61	56 <sup>2</sup>	57	68	50	
Arts and Culture	2	1	2	2	3	
Community Engagement	2	2	2	3	6	
<b>Community spending by region (%)<sup>1</sup></b>						
Hong Kong	94	90 <sup>2</sup>	84	81	77	
Mainland China	1	1	2	1	1	
Australia	2	2	5	10	14	
India	3	7 <sup>2</sup>	9	8	8	
Southeast Asia & Taiwan	0	0	0	0	0	

1 Numbers have been subject to rounding. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

2 Restated as per updated data of spending in 2021.

### Donations

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Amount donated for charitable and other purposes (HK\$M) <sup>1</sup>	10.02	15.09	27.00	20.98	18.31	

1 Numbers have been subject to rounding.

### Time and expertise contributed

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
Volunteer hours from CLP staff and family members (hours) <sup>1</sup>	19,329	16,541	10,973	20,015	23,661	
Skill-based (%) <sup>2,3</sup>	12.2	0.4	0.8	0.5	2.4	
Non skill-based (%) <sup>2,4</sup>	87.8	99.6	99.2	99.5	97.6	

1 Numbers have been subject to rounding.

2 Numbers have been subject to rounding. 2018-2020 data was restated to show one decimal place. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

3 Refers to volunteering work that requires electrical engineering skills or licenses.

4 Refers to hands-on, generic services that do not require professional electrical engineering skills or licenses.

## Beneficiaries

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Beneficiaries (number)</b>						
Direct beneficiaries	<b>1,305,000+</b>	1,580,000+	918,000+	615,000+	730,000+	
Organisations benefitted <sup>1</sup>	<b>280</b>	232	263	401	434	
<b>Beneficiaries by theme (%)<sup>2</sup></b>						
Education and Development	<b>15.9</b>	13.0	26.5	63.1	68.6	
Community Wellbeing	<b>72.1</b>	63.0	65.0	20.3	20.3	
Environment	<b>9.9</b>	23.9	8.3	16.1	10.4	
Arts and Culture	<b>2.1</b>	0.1	0.2	0.5	0.7	

<sup>1</sup> Includes professional bodies, academic institutes, NGOs and community groups.

<sup>2</sup> Numbers have been subject to rounding. 2018-2020 data was restated to show one decimal place. Any discrepancies between the total shown and the sum of the amounts listed are due to rounding.

## Nuclear safety

	2022	2021	2020	2019	2018	GRI/HKEx/ SASB/ISSB
<b>Workers</b>						
Collective radiation dosage for workers (man-mSv)	<b>719.8</b>	641.7	676.2	960.0	753.0	
<b>Nuclear-related waste</b>						
Spent nuclear fuel (t)	<b>75.4</b>	33.1	37.7	75.2	37.6	
Low- to intermediate-level radioactive nuclear waste (m <sup>3</sup> )	<b>58.8</b>	26.0	71.0	89.4	79.0	

# GHG accounting methodology

GRI reference: 302-2, 305-1, 305-2, 305-3, 305-4, 305-5

## Greenhouse gas (GHG) reporting guideline

A Group-wide GHG Reporting Guideline was first developed in 2007 to specify the collection and compilation methodology of the Group's GHG data. The Guideline was developed with reference to the following international standards and guidelines:

- The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard (Revised Edition) of the World Business Council for Sustainable Development (WBCSD) and the World Resources Institute (WRI);
- The Greenhouse Gas Protocol: Corporate Value Chain (Scope 3) Accounting and Reporting Standard;
- The Greenhouse Gas Protocol: Technical Guidance for Calculating Scope 3 Emissions (Version 1);
- The 2006 Intergovernmental Panel on Climate Change (IPCC) Guidelines for National Greenhouse Gas Inventories;
- Relevant IPCC Assessment Report;
- The International Standard for GHG Emissions ISO 14064-1: Greenhouse Gases; and
- Methodologies agreed with local authorities.

The CLP GHG Reporting Guideline is reviewed in accordance with CLP internal practices and updated with the latest references at least once every three years. The current Guideline was last updated in 2020.

CLP's GHG emissions inventory covers six GHGs specified in the Kyoto Protocol, including carbon-dioxide (CO<sub>2</sub>), methane (CH<sub>4</sub>), nitrous oxide (N<sub>2</sub>O), hydrofluorocarbons (HFCs), and sulphur hexafluoride (SF<sub>6</sub>). Perfluorocarbons (PFCs) are also included but not used in CLP's operations. Nitrogen trifluoride (NF<sub>3</sub>), the seventh mandatory gas added under the second Kyoto Protocol, was also considered for inclusion, but after evaluation was deemed immaterial to CLP's operations. The GHG reporting scope definitions for GHG emissions are available [here](#).

Focus has been given to sulphur hexafluoride (SF<sub>6</sub>), an insulating gas commonly used in switchgears and transmission lines. CLP is aware of its high global warming potential and therefore is vigilant in controlling SF<sub>6</sub> leakage throughout the life cycle of electrical equipment, and actively exploring ways to reduce the use of SF<sub>6</sub> in its business. For example, in Hong Kong in 2022, a field trial on non-SF<sub>6</sub> gas switchgears at distribution level has started and availability

of proven non-SF<sub>6</sub> gas equipment at transmission level will be closely monitored.

## Compilation bases

CLP reports the GHG emissions of its generation and energy storage portfolio on three consolidation bases to provide a comprehensive overview of its carbon footprint and progress in decarbonisation efforts. The three bases are:

- **Equity basis:** This includes the electricity generated by CLP's assets. It accounts for the Scope 1 and Scope 2 GHG emissions according to CLP's equity share in the portfolio. The equity basis reflects economic interest, indicating the extent of GHG risks and opportunities CLP has from assets in which it holds a majority or minority share.
- **Equity and long-term capacity and energy purchases:** This includes both electricity generated by CLP's assets as well as the electricity purchased through capacity and energy purchase agreements. It allows stakeholders to better understand the GHG intensity of the electricity CLP delivers to customers. In addition to the GHG emissions from the equity basis, it also includes the direct GHG emissions from the generation of purchased electricity.

Purchase agreements help the Group meet local market needs and usually entail significant investment. To qualify for inclusion in this metric, these long-term capacity and energy purchase agreements must have a duration of at least five years and the equivalent capacity of 10MW or more.

- **Operational control:** This represents the total GHG emissions from generation assets where CLP has direct influence and control on operational matters. CLP has been disclosing its combined total Scope 1 and Scope 2 GHG emissions on this basis for over a decade, and will continue to demonstrate its long-term progress.

Conscious of emissions along the value chain, in 2019, the Company conducted a review of its Scope 3 emissions and started to disclose Scope 3 emissions to present a more comprehensive picture of its footprint along the value chain. Scope 3 emissions typically represent less than 40% of CLP's GHG emissions.